SCHOOL OF SOCIAL WORK
University of Illinois
Navy Pier CHICAGO

The COMPASS

AMERICAN · ASSOCIATION · OF · SOCIAL · WORKERS
130 E · 22d · St · New York City

APRIL, 1935 VOLUME XVI, NUMBER 7

AASW Meetings at Montreal

The AASW meetings at Montreal at the time of the National Conference of Social Work will include:

An open meeting at which Dorothy Kahn, President of the Association, will speak on the AASW program. Employment Practices and the program of the Division will also be discussed. This meeting will be held on Conference time at 9 o'clock Thursday morning, June 13th.

A Delegate Meeting has been called by the Executive Committee at 3 P.M. on the afternoon of Wednesday, June 12th. This session will be for action on the proposed change in the By-Laws affecting membership dues as reported on in this issue of *The Compass*, page 8.

A meeting of chapter chairmen for discussion of several matters relating to chapter programs and particularly to problems connected with the next Delegate Conference of the Association.

This tentative program is being worked out by the Conference Planning Committee which was in charge of the plans for the Delegate Conference last February and which has been asked to continue to serve until after the Montreal meetings. Members of the Committee are: Stanley Davies, Chairman; Helen Crosby, Secretary; Arthur Dunham, Gladys Fisher, Jane Hoey, David Holbrook, Katharine Lenroot, Dr. Ellen Potter, Dorothy Kahn, Walter West.

Increase in Social Work Students

Present demand for social work training is reflected in the latest enrollment figures from the Association of Schools of Social Work. On November 1, 1934, there were 2,036 more students in the member schools of the Association of Schools than there were at the same time in 1932, or a total enrollment in 1934 of 4,899 students as compared with 2,863 in 1932. This increase includes 906 full-time students as well as 1,130 part-time students and is also noteworthy because it includes 407 more men than were in the training schools in 1932 (791 as compared with 384).

The increase in the number of students graduating from the schools of social work with degrees or diplomas has not been so marked, as there were only 47 more graduates in the academic year October, 1933—June, 1934, as compared with the similar period in 1931—1932 (671 as compared with 624). However, this figure may rise in 1935 as a result of the large enrollment in the fall of 1934.

The enrollment figures for 1934 show the number of students holding state and federal relief administration scholarships. The state scholarship students number 214 and the federal students 440, a total of 654, all but 40 of whom are graduate students. Out of the total of 2,440 full-time students enrolled in the schools, three-quarters are graduate students and one-quarter are undergraduate students.

Summer Courses for Practicing Social Workers

The summer session at the Pennsylvania School of Social Work is "addressed to men and women who are actively engaged in social work and in particular to those who desire to extend their information about current trends in theory and practice." Credit toward membership in the AASW and toward professional certificates and degrees may be obtained by a limited number of students.

The session will be held at Swarthmore College from July 1-19. Two series of courses will be offered: Group A courses for supervisors in public agencies and in private agencies administering public relief funds; Group B courses for social workers in general practice. College graduation is required for admission to both groups of courses, plus experience in the field. For the Group B courses, preference will be given to graduates of accredited schools of social work who have had substantial practice under supervision.

Application blanks and supplementary information may be secured from Miss Margaret Bishop, Registrar, Pennsylvania School of Social Work, 311 South Juniper Street, Philadelphia. Applications must be filed by June 1, 1935.

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Notice of Delegate Meeting

The Executive Committee has directed that a Delegate Meeting of the Association shall be held at the Mount Royal Hotel, Montreal, Wednesday afternoon, June 12th at 3 P.M., for the purpose of acting on the proposed changes in By-Laws.

ELIZABETH DEXTER, *Secretary,*
AMERICAN ASSOCIATION OF SOCIAL WORKERS.

Standards and Costs in Civil Service

The New York State Civil Service Commission recently held an examination for clerks for which there were more than 63,000 applicants. This experience serves to illustrate both present economic insecurity and the importance of maintaining entrance requirements for civil service at a sufficiently high level, so that only those candidates are admitted to the examination who have the qualifications needed for the position. Otherwise, and particularly in the non-technical positions for which there is likely to be an over-supply of candidates, the cost of giving one examination to thousands of applicants with low qualifications can seriously cripple the funds available for other and more important examinations. In addition to the actual cost of an examination to which such large numbers are admitted, the conduct of other functions of the civil service department is completely disrupted by the necessity of calling on every member of the staff to put through an examination for 60,000 applicants and to insure a fair opportunity for each individual.

Liaison Committee of Members and Non-Members

A Liaison Committee has been formed by the New Jersey Chapter on which both the Chapter and the practitioners who are not eligible for membership are represented. The committee has eighteen members, nine from the AASW and nine from the non-eligible group. At the request of the Chapter, *The Compass* is being sent to the non-eligible members of the committee.

The following statement of its plans has been drawn up by the committee:

This committee is to be thought of as an exploratory committee for the purpose of conferring with representatives of the family service staff in the Emergency Relief Administration not eligible for membership. Its purposes may be defined tentatively as follows:

1. To learn from the family service staff members their attitude toward membership in the AASW; if interested in membership, what steps they believe should be taken to achieve membership and, meanwhile, what the reciprocal relationship of each group to the other group is and should be.
2. To explore our common goals and to suggest ways of bringing the two groups closer together in the achievement of these goals.
3. To ascertain what should be the attitudes of professional social workers with reference to trade union types of organization. It is hoped that the committee may clarify for itself and, to some degree, for the membership of the AASW, the points of unity and the points of difference, as between professional and trade groups, with reference to trade union types of organization.
4. The committee may consider methods whereby the rank and file may contribute to the thinking and policy-making of the organization as a whole.
5. The committee should hold itself ready to serve the needs of the practitioner group in other ways which the group believes would be useful, subject to the approval of the Executive Committee.

A Prologue to Personnel Standards

A "guest" editorial in the April issue of *The Compass Needle* of the Detroit Chapter stresses the obligation of social workers to concern themselves with the qualifications required for positions in public social work:

"Social workers interested in the rapid expansion of governmental responsibility of their profession are rightly concerned with the qualifications of persons engaged in public social work. Unfortunately those served by the worker in a public social work agency are not in a favorable position to be heard in supporting a skilled program of service. Good social work invariably demonstrates itself, yet how difficult it is to sell this product to the general public without dramatizing it with subjective sentimentalism. . . .

"It is encouraging to note the efforts on the part of the AASW in formulating plans to meet this need for adequate personnel standards. As long as federal funds are supplied to various states, personnel standards will in a large degree continue to be regulated from Washington. In addition to this it would seem that an obligation rests with Michigan's social workers to foresee the possibility of classifying all positions in public social work setting up adequate requirements. This in itself is not enough, but it should be the preliminary step toward some sort of registration of social workers identifying them as a professional group. . . .

"When competent administration of public social work means so much to the welfare of mankind, both from the standpoint of the recipients and the taxpayers, a non-partisan, unselfish and

impartial point of view is sorely needed to keep the public informed as to merits of the different services rendered and what steps can be taken to improve and protect them. Experience has shown that a correctly informed public constitutes the best guarantee for efficient governmental service. . . ."

Joint Conference on Civil Service

The possibilities of joint planning for the promotion of civil service standards will be considered at a two-day conference to take place on May 17th and 18th in New York City. The conference is being called by Louis Brownlow of the Public Administration Clearing House, following a suggestion made by the AASW.

Through its Committee on Civil Service of which Wayne McMillen is chairman, the Association proposed that a small group of national organizations in related fields might discuss the possibilities for a jointly supported program, and that such a program should be the foundation for the specific cooperative activities that can be developed between professional as well as other organizations and the public bodies concerned with requirements and other policies for government personnel in any good merit system.

Mr. Brownlow's interest in such an exploration of the possibilities of joint planning and joint action has led him to call this meeting of representatives of the following organizations: American Association of Social Workers, American Public Health Association, National Tuberculosis Association, National Recreation Association, National Probation Association, National Organization for Public Health Nursing, American Nurses Association, American Association of Psychiatric Social Workers, American Association of Medical Social Workers, American Library Association, National Education Association, American Public Welfare Association, together with the Civil Service Assembly and the Public Administration Clearing House.

Missouri Certification Standards

Two types of certification for social workers —regular and provisional—have been decided upon by the Board of Examiners and the Executive Committee of the Department of Registration and Certification of the Missouri Association for Social Welfare.

Regular certification is available only to those who are eligible for junior or full membership in the AASW. Members of the Association are accepted without examination. Non-members who are eligible must present credentials for the consideration of the Executive Committee of the Department.

Provisional certification will be given to those who meet the following qualifications:

(1) 21 years of age or over.
(2) Graduation from a four-year accredited college.
(3) Employment in social work in Missouri.
(4) Fulfillment of examination requirements on the principles of techniques of social work as prescribed by the Board of Examiners. Graduation from a school of social work approved by the American Association of Schools of Social Work. Social work is accepted in lieu of examination.

Provisional certificates are granted for one year, to be renewed annually for a maximum of five years with the provision that at the end of the third year some progress towards a regular certificate must be shown before renewal. The provisional certificate has rubber-stamped across the face of it "provisional."

In setting up the two standards the administrative body was convinced that "a regular certificate as a social worker should not be granted to a person below the level of AASW membership." It was recognized at the same time that certifying only on that level would include such a small group at the present time as to render certification ineffective. With provisional certification it is hoped, within the five-year period, to raise the level of personnel so that most of the provisional workers will be eligible for regular certificates. Since this arrangement for issuing regular and provisional certificates is not a part of the by-laws, this five-year period can be extended if necessary by the Board of Examiners.

What Does a Small Chapter Do?

The Madison, Wisconsin, Chapter of the American Association of Social Workers has a somewhat fluctuating membership of twenty-five to thirty persons, several of whom are from the Juvenile Department of the State Board of Control and from the Wisconsin Emergency Relief Administration. This year the Chapter has divided itself into three committees. Everybody in the organization serves on a committee. The programs have been arranged by the chairmen of these three committees, which are Child Welfare, Housing, Public Welfare Administration.

The Child Welfare Committee arranged for four meetings, which were conducted by Dr. Esther de Weert of Beloit College, who has been making a study on child welfare for the State Conference of Social Work, following up the Children's Code, which was enacted in 1929. Three sessions were planned for by the Poor Re-

lief and Public Welfare Committee. One was conducted by Mr. Fred Wilcox, Secretary of the State Conference of Social Work, who has been instrumental in introducing a modern poor relief bill into the legislature; another by Professor John Gaus of the Political Science Department, who is particularly interested in public service and government personnel; and a third by the organization's representative to the Association's conference in Washington. Three meetings are to be planned by the Housing Committee with special reference to the State Planning Commission and to the problems of Madison.

Conducting the program through committee organization has stimulated attendance and participation. This method of planning a program through committees may be suggestive to other chapters in small cities.

A Study of AASW History and Members

Members of the AASW who have wanted to know what a statistical picture of the Association's membership would show in regard to education, training, age, sex, geographical distribution, public or private agency connection, and types of work, will find their questions answered in a pamphlet which the Association has just published under the title "The Growth of a Professional Association."

This is a comparative study made by Frances N. Harrison, of members admitted to the Association between 1924 and 1927 and 1930 and 1933, before the membership requirements were changed. The statistical study is supplemented by a brief history of the Association, with particular reference to the development of the membership standards, which has not hitherto been available.

A summary of the findings was published in the November, 1934, *Compass*. The complete study can now be obtained from the national office by writing for a copy of "The Growth of a Professional Association," by Frances N. Harrison, price 50 cents.

United Front for Better Government Personnel

The AASW is one of 64 organizations listed as taking part in the program of the United Front for Better Government Personnel. Among the social work associations included to date are: American Association of Social Workers, American Association of Medical Social Workers, American Association of Psychiatric Social Workers, American Public Welfare Association, Family Welfare Association of America, National Conference of Social Work, National Council Young Men's Christian Association, National Recreation Association.

This new organization is enlisting the interest and active cooperation of these and other associations in studying and applying the findings of the Report of the Commission of Inquiry on Better Government Personnel (discussed in the January 1935 issue of *The Compass*[1]). A monthly bulletin, edited by Dr. Luther Gulick, contains "current gossip and news on movements for better government personnel, particularly for the use of chairmen and committee members of associations taking part in the United Front."

FWAA Conference

The Annual Meeting of the Membership of the Family Welfare Association of America took place on April 4, 5 and 6 in Cincinnati. About 360 attending board and staff members represented 29 states and the District of Columbia and their public and private family welfare programs.

Consecutive sessions of round tables and forums followed the general session and made possible the more intimate kind of discussion that is required during these teeming days for social workers and the families they come to know.

The conference made it possible to record various experiences and the direction being taken on current problems in the field.

Miss Betsey Libbey and Dr. Ernest R. Groves at the opening general session struck the keynote of the conference revolving about case work and family life in America.

Dr. Groves pointed out some of the most important factors in the cultural evolution of the family peculiar to this country just preceding the economic depression. He showed in sharp relief against this development of the democratic type of family life some of the elements of disillusionment precipitated by the widespread economic de-

[1] Copies of the book, "Better Government Personnel," may be ordered through the AASW office, price $2.00.

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pression. The extent of the depression having thrown people back upon the concepts of the old order by focusing economic responsibility upon the father primarily, seems naturally to have superimposed difficulties upon an incomplete process of family life which was developing on the basis of personal relationship. Leadership from social work, which Dr. Groves characterized as being especially sensitive to family life, is in his opinion greatly needed in the process of directing the emotional changes with which families are heavily charged.

Miss Libbey also focused the attention of the conference upon the processes that have been interrupted by the economic depression; and she indicated some of the fundamental elements in professional education for social work that should produce the leadership that is required from social work. She traced the many recognizable developments in social work which require synthesis and application today. She discussed the cumulative experience in new knowledge which gives social case work material greater opportunity to differentiate needs and treatment. The uniqueness of the forces rather than their newness, she indicated, create the problem of integration. Treatment trends of great importance were interrupted by the economic depression; and the "loss of environmental satisfactions" have led to a large governmental task in the field of social work. Out of this she suggested is emerging not a single-minded emphasis but a synthesis of several methods of approach in practice drawing particularly on the scientific contributions of economics, sociology, and psychology, which constitutes a challenge to present concepts of professional education for social work.

Voluntary Certification by Examination

The first written examination under the Board of Examiners of the Department of Registration and Certification of Social Workers of the California Conference of Social Work was scheduled for March 23, 1935.

Miss Martha Chickering, the chairman of the Board of Examiners, reports as follows in the Feb. 1935 *Bulletin* of the California Conference of Social Work:

The actual setting up of the examination required decision on such questions as the following:

Exactly what professional knowledge can all social workers be reasonably expected to possess?

How can an examination be constructed to test this knowledge?

What should be the relative weighting of education and experience?

In arriving at answers to such questions, the Board sought the advice of educators and social workers throughout the United States, of experts in the field of civil service, and of the recorded experience of all other professional groups in their steps toward registration. The result of a year and a half of painstaking labor is expressed in this examination, which the Board frankly regards as experimental.

It is of interest that the Commission of Inquiry on Public Service Personnel, with President L. D. Coffman of Minnesota as chairman, says in its report just published that an important part of securing better personnel is the setting up of their own clear-cut standards by all professions. It is also of interest to us in California that the Committee of the American Association of Social Workers which, with Dr. Ellen C. Potter as chairman, is considering the whole question of registration and certification, has come to the conclusion that a voluntary project must probably precede all legislative action in this matter, because the term "social worker" is still so ill-defined.

As the first year of registration closes, it may be pertinent to quote Article III, Section 2 of the by-laws adopted by the Department of Registration and Certification at San Diego last year, under which re-registration operates. "All registrations shall terminate one year from the date when the certificate evidencing the same is issued. Subject to such rules and regulations as the Board of Examiners may from time to time prescribe, certificates of registration shall be renewed each year without examination upon application therefor and the payment of the renewal fee within twelve months from the date of termination." All those who were registered under the "blanketing-in" clause of the by-laws are, therefore, eligible to re-registration except any person who by the rules and regulations adopted by the Board of Examiners is subject to the charge of unprofessional conduct. To such persons the Board will refuse re-registration.

Registration Figures

Applications for registration received during the "blanketing-in" period—year ended May 31, 1934:

Applications approved	1408
Applications denied	337
Applications withdrawn	131
Applications pending	57
Total applications received	1933

Applications for the first examination:

Number of applicants eligible for examination	33
Number of applicants not eligible for examination	43
Total applications received	76

Employment Practice as a Test of Agency Standing

The Division on Employment Practices is undertaking to draft a standard of employment practices for social work. Such a standard, to be effective, must be expressed quantitatively and include a rationale. This project is complex and it is essential that the Association's standard and activity in this field of employment practices be sound.

While this larger program is evolving, the Division believes that the efforts of the National Membership Committee to establish criteria for approved social agencies offer a valuable opportunity to emphasize sound employment practices as a means of developing social work personnel. The Division believes that the AASW's conception that social work should be based upon qualified personnel, developed by means of professional standards, and facilitated by sound employment practices, has not had adequate emphasis and consideration in the development of social work. A proper emphasis should indicate that factors such as social agencies' relationships to the community and financial stability must be measured in terms of personnel. To this end, the Division suggests that the criteria of approved agencies should strongly emphasize personnel development as the soundest basis for all aspects of social agency programs. The Division recommends the following elemental employment practices to serve merely as a vehicle for the promotion of the idea of personnel development for social agencies, and as a part of the Association's membership efforts.

The Division made these suggested employment practices as terse and as specific as possible, to emphasize the fact that employment practices in social work must first be considered as contractual. From this point the Division will develop a more comprehensive standard of employment practices.

Employment Practice Criteria

(Suggested for addition to the National Membership Committee's Criteria for Approved Agencies)

The agency should set definite standards of employment practice, which should be known to the staff. There should be a recognized way for staff and executives to discuss necessary changes or violations. Employment practice includes the following:

1. *Salaries.* The agency should have a definite salary scale, the range of which is known to the staff. Increases should be based on the individual's current ability to do the job, taking account of his personal qualifications, professional education, and tenure.
2. *Hours of Work.* The agency should expect a definite number of hours of work, and should not expect or require overtime.
3. *Workmen's Compensation Insurance* should be carried by the agency for every employee.
4. *Physical conditions of work* should be at least in accordance with state laws, the minimum being light, heat, ventilation, and sanitary facilities adequate for maintaining health.
5. *Vacations* should be considered as compensation for past work and based on the number of months worked per year.
6. *Sick leave* should be granted for a definite minimum period within each year.
7. *Dismissal or resignation* should be followed by an agreed-upon period for which salary is paid with or without the services of the worker.

Social Work and the Crime Problem

The AASW was represented at the Conference on Crime in Washington by Dr. Herbert D. Williams of the Children's Village, Dobbs Ferry, and Judge Schramm of the Juvenile Court, Pittsburgh. Both Dr. Williams and Judge Schramm in reporting on the sessions to the Association felt that a coordinated program is needed in approaching the crime problem and that social work has a vital interest in such a program and can make a valuable contribution to it.

In commenting on some aspects of the Conference and the need for social work participation in the development of a well-rounded program for the prevention and treatment of crime, Dr. Williams said: "I was rather impressed with the fact that there is apparently a concerted attempt on the part of certain legalistic organizations to write a complete program. It seems to me that their efforts are directed from an inadequate perspective of the problem. I know that the first part of the program impressed me as being extremely superficial, with a marked tendency to classify all law violators on the basis of superficial similarities as belonging to the Dillinger type of criminal. . . .

"Fortunately, some of the other speakers on the program like Judge Hoffman, Dr. Gleuck, Mr. Murphy, Dr. William A. White, Mr. Sanford Bates and Miss Lenroot brought the Conference back down to the plane of intelligent understanding and reasoning and away from the purely emotional, dramatized approach.

"Still it seems to me that there is every possibility that some program will be put forth. The question remains whether the Association wishes to participate in the development of this program, whether it wishes to leave its part in that effort to the probation groups or whether it wishes to

call upon each of these fields wherein it has its membership and develop a rounded program covering certain phases of crime prevention and treatment. We all know how interrelated the various problems in this field are with all of the social problems with which social workers are constantly dealing. . . .

"Social workers will be responsible for the children and families of these violators as well as for the violators themselves when they are outside of institutions. Why should they not have some word in the planning of any program designed to solve these problems?"

Political Investigations of Relief

Pointing out the political character of the Aldermanic Committee investigation of relief in New York City, the New York City Chapter of the AASW in a letter to Oswald Knauth, Executive Director of the Home Relief Bureau, which was given to the press, charges that the Committee has evaded the fundamental problems in the administration of relief and deliberately misled the public by its exaggerated emphasis on irrelevant facts. The Chapter, in this public statement, gives vigorous expression to the professional conviction of social workers that relief should be economically and efficiently administered, that the employment of an adequate staff of trained social workers is essential to economic and humane administration, that trained workers should be secured from outside of the immediate community if they are not available within it, and that every effort should be made to enable them to give the effective service for which their training qualifies them by correcting faults of administration due to uncertain and inadequate appropriations, shifting policies, multiple financial responsibility and miserable working conditions.

The letter is printed in full below because of its bearing on similar political attacks on relief administrations throughout the country.

May 3, 1935.

Mr. Oswald W. Knauth,
Chairman and Executive Director
Emergency Relief Bureau,
New York, N. Y.

My dear Mr. Knauth:

The New York Chapter of the American Association of Social Workers has watched with growing indignation the onslaught now being made on trained social workers by the Aldermanic Committee investigating relief. We do not wish to belittle or underestimate the defects in the Home Relief Bureau. Not only as social workers but as citizens and taxpayers we too are concerned that a welfare undertaking affecting a million and a half people in need of relief should be economically and efficiently administered. Of course any agency of its size created under the whip of emergency and driven by the ever increasing pace of need will have many shortcomings, inequalities and inefficiencies. You cannot run an express train and build a new road-bed for that train at the same time.

We would like to see the committee stop evading the really fundamental problems confronting the administration. It has obstructed the issues by attributing to individuals the responsibility for difficulties arising out of uncertain, short-term, and insufficient appropriations; shifting policies; emergency work conditions and excessive overwork—faults inherent in the complicated governmental set-up necessitated by a three-fold financial responsibility. This has converted the hearings into a political grandstand play more calculated to undermine the relief administration than to improve its efficiency.

The Aldermanic Committee has not only focused public attention on irrelevant facts but has grossly exaggerated the importance of those facts when they have not been guilty of serious misstatement of fact. The Committee would have the public believe that there is some crime in employing trained workers for emergency relief. In our judgment it is unfortunate that less than10% of the employees of the Emergency Relief Bureau have had previous training or experience for the work they are required to do. We submit that the experience of the Bureau during the first year of its existence demonstrated that relief could not be administered solely by people drafted from the relief roles. We submit further that the employment of competent workers from outside of the city was a necessary step. There has always been a shortage of experienced social workers in spite of the recruiting efforts of training schools and universities. The comparatively small number of people available in the United States with experience in relief administration has made it necessary, not only in New York City, but in large cities throughout the country to go outside the immediate community to get competent relief administrators. Direct and large savings in public relief funds result from the employment of people with previous experience. Not fewer, but more workers trained for their various tasks are needed, whether these be the tasks of doctors, engineers, statisticians, administrators, or social workers.

The New York Chapter of the AASW with more than 1200 members which is representative of a professional group including more than 9000 members throughout the country, welcomes your public recognition of the value of social work and will be ready at any time to be of assistance to

you in your tremendous task of administering the Home Relief Bureau of New York City.

The New York Chapter feels the more obligation to speak at this time because of Mr. Corsi's testimony which in effect repudiates the trained social workers on his staff as well as the investigators. We contend that this was an unwarranted attack on a staff which has been, by and large, loyal, intelligent and industrious, and has on the whole done a good job in a most difficult situation.

The records of private and public relief organizations over the past fifty years will completely refute the charge that social workers are interested in keeping people on relief; the aim of social workers has always been to get people off relief as quickly as possible and back on the road to self-support. We know first hand the distressing and demoralizing effects of relief.

Mr. Corsi under the stimulation of the investigation has gone far to break down the spirit of the entire Home Relief staff. Having placed tremendous obstacles in the path of necessary reorganization he can no longer be useful in the relief program.

Very truly yours,

EXECUTIVE COMMITTEE,
New York City Chapter, American Association of Social Workers.

George W. Rabinoff, *Chairman*

Mary L. Gibbons	Charles Fastov
Abraham Goldfeld	Leonard Mayo
James H. Hubert	Louise Odencrantz
Katharine Z. W. Whipple	Katherine Q. Mihayl
Elizabeth Cady	Mary Palevsky
Anna Kempshall	Samuel Kohs
Gordon Hamilton	Mabel Morris
Jeanette Regensburg	Clarence King
Mary Austin	George Hallwachs

Eleanor Neustaedter

A REVISED PROPOSAL FOR INCREASING MEMBERSHIP DUES

The Executive Committee of the AASW has voted to submit a revised proposal for increasing the membership dues, to be acted on by a Delegate Meeting at Montreal, June 12, 1935.

Reasons governing this action were:

The need for maintaining and building up an active and aggressive professional program to keep pace with the growing importance of social work.

The fact that the present budget of the national AASW would need to be cut heavily *after 1935*, unless additional revenue were provided.

Belief that a unified collection of chapter and national dues would be more economical and effective in developing active chapter programs. The proposal, however, has been made more elastic in this respect, permitting chapters a wider range of choice than did the original proposal.

The vote at the Delegate Conference in Washington was almost two to one in favor of the original proposal, and showed that the Chapters represented in the roll call favored the motion by nearly three to one, assuring the Committee of widespread interest in maintaining the Association's program.

The Executive Committee believes it to be urgent at this time to make the AASW an even more active force for constructive professional policies in social work than it has been in its earlier years, and most certainly to avoid curtailment of activities. A gain can be made only by increasing the chapter and national budgets. The proposed increase is small, in view of the fact that the $7.50 will represent both national and chapter dues, except as chapters vote additional amounts. With the minimum chapter and national dues of $7.50 established, further income for both national and chapters would be available from contributing and sustaining dues, which are larger dues paid voluntarily by those interested and able to do so.

In support and explanation of this proposal the Executive Committee submits the following statements:

1. The proposed amendment to the by-laws.
2. Outline of program of the national Association (adapted from the statement in the December 1934 *Compass*).
3. The AASW budget and financial policy.

PROPOSED AMENDMENT

The Executive Committee submits the following change in the By-laws:

Amend *Article VII*, DUES which reads

> "Section 1. The annual dues shall be as follows, for member, $5; for junior members, $3; for contributing members, $10 and over, but less than $25; for sustaining members $25 and over."

by striking out the article after the title and substituting the following:

> "The annual dues shall be $7.50 for members and junior members; $10 to $24 for contributing members and $25 and over for sustaining members; these dues to entitle each member living and/or working in a recognized chapter area to membership in such chapter for which the national office shall pay $1.50 to the chapter treasurer; provided that if a recognized chapter or state organization certifies to the national Executive Committee that its membership has voted to increase or decrease the chapter and/or state organization dues from the $1.50 figure, the annual dues within that chapter or state jurisdiction

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shall be the amount so certified in addition to the $6.00 national dues, and the national office shall pay to the chapter or state treasurer such amounts so collected; provided also that the national budget shall provide for special projects or services in behalf of members living and working in non-chapter areas. These dues shall be in effect on and after July 1, 1935."

This proposal is similar to the one voted on at the Washington Delegate Conference. The intention of the amendment is summarized as follows:

To set the minimum AASW and chapter dues at $7.50 while providing means for larger payments from members willing and able to make contributions.

To collect chapter and national dues in one payment. This includes the principle that members of the Association should contribute to chapter programs as well as national.

To provide that national dues would be $6.00 and that chapter dues of $1.50 would be collected by the national office and refunded to the chapter.

To provide that any chapter which prefers to collect its own dues or, to have its members billed for less than $7.50 if less than $1.50 per member is needed by the chapter, may do so.

To provide that chapters needing more than $1.50 per member may arrange to have members in their areas billed for larger amounts.

To provide also for joint collection of dues for state organizations in cases where inter-chapter councils have been established.

To provide that amounts collected as chapter dues for those in non-chapter areas would be spent on special projects or services in their behalf.

OUTLINE OF AASW PROGRAM

As a basis for consideration of budget and finance policy, the Committee presents the following condensed summary of the program and activities of the national organization.

The national is regarded as having three major functions: (1) Serving as a representative of the membership in matters in which collective relationship is needed for the profession of social work; (2) serving as a clearing, stimulating and coordinating agent for the professional programs of Chapters and members; and (3) setting a standard of approved qualification for the field of social work through its membership requirements.

Behind these functions is the necessity to keep membership lists, do the necessary work on applications for membership, collect dues, etc., which requires considerable staff and outlay for a membership of 8900.

This program includes the following activities:

1. A Division on Government and Social Work in which there are six active committees dealing with various phases of federal and state welfare programs.
2. A Division on Personnel Standards with two committees and having responsibility for Association activities in relation to personnel standards generally, including registration and certification of social workers, civil service and other forms of staff selection, problems of professional education, etc. This Division also assumes that the Association is not only responsible to and for AASW membership but for the entire personnel in social work.
3. A Division on Employment Practices, with special committees, dealing with various phases of conditions under which social work personnel is working.
4. The National Membership Committee and its sub-committees in charge of administration of membership requirements.
5. Several special committees, for instance, the Committee on the Encyclopedia of the Social Sciences, the Committee on Annuities, and the Job Analysis Committee.
6. As part of its general function, the AASW publishes the *Compass*, special chapter bulletins, and occasionally special volumes and pamphlets on social work theory and practice.
7. A considerable item is included in the budget for travel expense for the national staff to provide direct contacts with chapters, conferences, etc., and also for expenses for meetings of the major committees of the Association as a means of drawing into the management of the AASW program members in various parts of the country. Expenses of this kind are provided for the three division committees, the National Membership Committee, and the Executive Committee.
8. The Delegate Conference is regarded as one of the important factors in the AASW year as a means of pointing up chapter and national programs and of coordinating the work of the widely dispersed membership.

THE AASW BUDGET AND FINANCES

The Association is spending this year approximately $10,000 more than it can count on for next year. This is due to a balance which accumulated during 1933 and before, and which is now being spent to make as active a program as possible. Therefore, unless an increase in dues is voted the budget for 1936 would have to be reduced and the Association activities curtailed.

Although a deficit of about $1,650 is shown for 1935, the need for additional dues is not based on that deficit so much as on the need for *keeping the program up to the present level,* when the present balance has been spent. A reduction of 20% would cripple severely the AASW activities.

The budget for 1935, with comparative figures for 1934, is as follows:

	1934 Financial Statement	1935 Budget
Income:		
Dues	$40,440.75	$39,000.00
Publications	2,081.69	2,200.00
Miscellaneous	308.73	200.00
Operating Income	$42,831.17	$41,400.00
Beginning Balance	10,700.54	9,894.32
TOTAL INCOME	$53,531.71	$51,294.32

	1934 Financial Statement	1935 Budget
Expense:		
Salaries	$25,621.92	$27,000.00
Office Expense	5,992.10	6,000.00
Travel	5,574.12	5,500.00
Compass	2,363.72	3,000.00
Publications	392.50	500.00
Conference	1,027.92	1,000.00
Employment Practices	2,665.11	6,000.00
Election	——	450.00
Directory	——	3,500.00
TOTAL EXPENSE	$43,637.39	$52,950.00
Balance	9,894.32	——
Deficit	——	1,655.68

Although the budget is not made on a project basis, the Treasurer has made a general assignment of costs in this year's budget to the following classes of expenses:

General Administration	$10,330.00
Membership Maintenance and Promotion	17,850.00
	$28,180.00
(These two items form the basic functions for keeping the professional Association in existence.)	
Division on Government and Social Work (A substantial part of this figure includes a conservative pro-rating of the Executive Secretary's time.)	6,450.00
Division on Personnel Standards	8,320.00
Division on Employment Practices	6,000.00
Special Projects (This includes publications and directory of membership.)	4,000.00
TOTAL BUDGET	$52,950.00

INCOME TO MEET THE BUDGET:	
Estimated Operating Income	$41,400.00
Balance January 1, 1935	9,894.32

In the above table, the conference, *Compass,* and other costs have been distributed over the various expenses items.

Increases in the 1935 expenses are:

1. One additional clerical worker and a few small increases in clerical salaries.
2. To carry out the By-Law provision for election of officers by mail, $450.00.
3. To continue the work of the Employment Practices staff for the whole year, $6,000 was added to the budget for 1935 for the salary of the Assistant Secretary, a stenographer, travel, office, and other expenses of the Division.
4. To gather material and publish a list or directory of members of the AASW with a brief professional record for each member, $3,500, with a $1,000 offset for publication income.

Except for the Directory item, the budget represents closely figured costs of maintaining the general administration, the vitally important membership work, and the minimum staff for work with three divisions. The budget, of course, does not include any charge for the great amount of time and work devoted to the Association by Division and Committee members, nor the part time volunteer work as secretary of the Division on Government and Social Work, contributed for several years by Helen Crosby.

The Executive Committee again calls attention to the total expense for the year—$52,950, and to the fact that to maintain the regular membership and division activities without curtailment for the future it will be necessary to carry through the plan to increase the dues. Otherwise it would be necessary to reduce the 1936 budget to the amount of expected income, probably $42,000, or at most, $43,000, which would mean a severe cut in activity. The costs of administration and of membership work are almost in the nature of fixed charges, necessary to keep the organization together and functioning. Reductions would probably, therefore, be required in the activities in relation to professional standards, employment practices, and governmental activities, all of which the Committee believes can be further developed to great advantage to social work and social workers.

Members of the Executive Committee have declared their belief that the total Association budget, and the amount required for membership dues under the proposed change, are both too low, in view of the great needs for organized professional activity at this time. The proposed change would not allow for programs of interpretation, publications, a Washington representative, or a number of other projects for which the need is recognized.

The proposal, if adopted, would enable the national Association to maintain its present program and add gradually to these activities as growth warranted. It would also implement the

chapters for effective work, especially the larger ones.

The Executive Committee has discussed other methods of increasing revenues of the AASW including promotion of the already authorized contributing and sustaining memberships, and also plans for assessing dues according to income. The present proposal is submitted as a means of meeting the immediate problem of threatened curtailment. It is recommended in the knowledge that if more satisfactory measures for financing the Association and chapter programs can be devised, future changes can be made.

With one dissenting vote, the Executive Committee urges that the proposed amendment be adopted. The dissenting vote was cast by Dr. Ellery Reed, whose statement appears in this issue of the *Compass*.

DOROTHY KAHN, *President.*
LEROY RAMSDELL, *Treasurer.*

A Minority Point of View on the Proposal to Raise Dues

I have consistently voted against a flat rate increase of national dues by vote of the Delegate Conference. My position has been motivated by two considerations. First, that this was a question which should be determined by a vote by mail of the membership at large rather than by the Delegate Conference and second, by conviction that this Association should recognize in its own affairs the principle of the graduated income tax.

If a flat rate increase of national dues is ordered by vote of the Delegate Conference it will inevitably mean that the higher income group in the Association will be voting an increase on the membership at large, the majority of whom are not as able to pay such increase as are the members of the Delegate Conference. The membership at large should have the privilege of indicating whether or not it favors a flat rate method of supporting the organization.

Since there is a wide range of incomes in the field of social work, the principle of the graduated income tax for which the Association has declared itself in respect to the support of government should, in my opinion, be applied to our own affairs. At least the membership at large should have opportunity to say whether or not it desires such principle in respect to Association dues.

The situation, however, has reached a point where there is not time to work out and put into operation a graduated plan of dues without radically curtailing the present budget and important activities which have been undertaken. Therefore, although at least a minority of the Executive Committee are in favor of a graduated plan of support, this minority favor the temporary flat rate increase of dues by vote of the Delegate Conference to be held at Montreal but with the definite understanding that the possibilities of a graduated plan of support are to be explored immediately following the conference. Although definitely opposed to the principle of determining this question by a Delegate Conference and although strongly favoring the principle of a graduated dues, I concur with the majority and minority opinion in the Executive Committee in submitting this question to the Delegate Conference as a temporary expedient to finance the enlarged activities of the Association until a sounder procedure and method can be adopted.

ELLERY REED,
Member, National Executive Committee.

Civil Service Examination

NEW YORK STATE

Filing date, May 17, 1935. Application forms may be secured from Examinations Division, State Department of Civil Service, Albany, New York.

SENIOR SOCIAL WORKER (Old Age Security) Department of Social Welfare. Salary $2,000 to $3,000. Preferred age 25 to 40 years. Duties: To supervise investigations of all applicants for Old Age Relief, to advise public welfare officials in regard to policies, decisions and records required, to make inquiries in case of appeals, etc. Requirements: (a) A.B. degree with specialization in the social sciences plus four years of full time case work experience in an approved social agency, two years of which must have been in family case work; or (b) satisfactory equivalent combination of foregoing education and experience. Each year of study in an approved school of social work may be substituted for one year of experience. Candidates must have thorough knowledge of the New York State laws, relating to welfare and relief.

Security for Employees of Social and Governmental Agencies

Security measures should apply to the employes of federal, state and local governments and to employees of social agencies, according to the Executive Committee of the AASW. Action was taken by the Committee in view of the exemption of these two groups from the provisions of the Security Bill, especially from old age and unemployment benefits.

Except for those in the service of the federal government, governmental employees constitute a special problem in connection with this legislation, as the federal government is unable to tax local or state governments. It is hoped, however, that special provisions can be made which will remove

the special exemptions which have already been drafted into the revised Security Bill. Hospital, educational and religious organizations have requested exemptions from the pay-roll taxes imposed in the Security Bill with resulting exclusion of their workers from the benefits of the Bill. Many of the national social work agencies, however, oppose these exemptions.

The following reasons for withdrawing the exemptions of non-profit agencies were given in a statement submitted to the Congressional Committees by the Association:

1. It is our belief that social insurance measures should be broad and all embracing insofar as wage earners and low salaried workers are concerned. All of the institutions and kinds of agencies which we have described above would fall in this class.
2. The argument has been advanced that employment risks, etc., are not as great in these semi-public or non-profit organizations as in industrial organizations and that therefore the payroll tax would impose an unjustified burden on the budgets of these agencies. It is our belief that that argument could also be advanced for certain industries and commercial employments which are not subject to hazards which others contain, but that every principle of insurance would be violated if the lesser risks were all exempted and the total cost assessed against the heavier risks.
3. The argument has also been advanced that the payroll tax can be passed on to the consumers by commerce and industry, whereas it must become a fixed load on the budget of a charitable, educational, or other non-profit organization. This seems to the Association no competent argument as compared with the following:
4. The non-profit organizations mentioned are all in a sense supporters of advanced social legislation and would be severely compromised, we believe, in asking or accepting any exemption from a measure whose social purposes these agencies advocate for commercial or industrial enterprises. If such legislation is passed, we believe it should be assumed that such agencies would be the most willing of all payroll concerns to adjust their programs and policies to conform to this type of forward looking social legislation.
5. The Association believes that social workers and all other employees of social agencies should be given the same opportunities for security that exist in other types of employment. Through such means benefits would accrue to the credit of social, educational, and other programs as are expected to accrue to commercial and industrial programs through the greater stability and security of the employed personnel.

Merit System and the Security Act

The recommendation based on the "sense of the meeting" voted at the recent Association Delegate Conference to the effect "that the Administration's Security Bill with reference to public assistance services should include a provision for the selection of personnel on the basis of a merit system" has been referred to the Division on Government and Social Work. The Division is watching the progress of the bill as a whole with a view to taking proper action in line with the Association's primary concerns.

To insure federal influence in establishing the qualifications of those selected in the states to carry out the intent of the Economic Security Bill, Wayne McMillen, Chairman of the Committee on Civil Service of the Division on Personnel Standards, has written to the 31 members of the Illinois delegation in Congress urging modification of the bill to provide for administration by competent personnel. Mr. McMillen has suggested to members of his committee that they take similar action by writing to their Representatives in Congress.

In his letter Mr. McMillen states:

"In making grants to the states for other purposes, the Congress has insisted upon certain standards. This insistence has been one factor largely responsible for the fine standards of construction in the federal aid highway system, to cite one example. It is of no less importance that the Congress insist upon proper standards in the Economic Security Act—and this means, in a nutshell, to insist that those selected to administer this work measure up to certain minimum standards of competence. The American Association of Social Workers, with a membership that extends into every state in the Union, trusts that it can count upon your support of this position."

Assistance to German Social Workers

The Executive Committee of Hospites, which last fall asked the help of chapters of the Association in raising a fund for the benefit of displaced German social workers, is happy to report that seven chapters have sent gifts. In order of receipt, these are:

Madison	$ 8.00
Saint Louis	25.00
Philadelphia	25.00
Arkansas	23.70
Denver	20.00
Pittsburgh	60.00
New Orleans	131.00

The Arkansas Chapter gave a "silver tea" and contributed the proceeds. Pittsburgh and New Orleans had the benefit of first hand accounts of distress in Germany from German social workers who were in those cities. Reports have been received that the Northwestern Pennsylvania and Rochester Chapters have also appointed special committees to arouse interest in the plight of our German colleagues.

While it has not been the policy of Hospites to assist in bringing refugee social workers to America, a few of them have succeeded in reaching this country under their own power, and we know of more who will probably arrive within the next

few months. Chapters of the Association could render valuable assistance to them and to Hospites, if they would notify the secretary (Joanna C. Colcord, 130 East 22nd Street, New York City) of opportunities in their communities for some of these people to exchange work for maintenance in settlements or institutions, to secure training or orientation periods without cost in schools of social work, or to be taken on as trainees at a maintenance wage by social agencies. Miss Colcord will be glad to answer inquiries about individual refugees from any chapter interested to help one of them adjust to life and work in America.

Association Grievance Procedure

The Chicago Chapter Committee on Employment Practices, acting as a sub-committee of the National Division on Employment Practices, has been studying the subject of Association grievance procedure. They have prepared an interim report on this subject, attempting to develop certain problems and values for professional groups in relation to their standard-setting programs. The Division on Employment Practices has considered this report and has prepared it for Chapter consideration as Discussion Bulletin No. 9. It is hoped that Chapters and their employment practice committees may utilize this information and participate in establishing a more adequate and comprehensive protective function of the AASW. The Division is meeting before the National Conference of Social Work and with the work of the Chicago Committee as a foundation, plans to draft and submit for Association consideration a procedure for handling grievances which will be applicable to the situations which arise.

HOUSING NEWS

The Michigan Boulevard Garden Apartment Corporation has released a report on the first five years of operation. It contains many interesting experiences and suggestions which should be of value to housing-conscious persons. Copies are obtainable from Robert R. Taylor, Michigan Boulevard and 47th Street, Chicago, Ill.

* * *

A report of the Chicago State Housing Board Demolition Project from May to December, 1934, contains maps and useful information on demolition. The State Housing Board, 160 N. La Salle Street, Chicago, Illinois, distributes copies.

* * *

Alfred K. Stern, Chairman, Illinois State Housing Board, had a very interesting article in the January issue of the *Northwestern Commerce Magazine* on Federal Housing and Industry. It contains an analysis of the Federal Housing Program and many points on the Decentralization in Industry.

* * *

Miss Blanche Ferguson has been appointed Chairman of the Housing Committee of the Denver Chapter, AASW. Miss Fern Graden, Mrs. Helen Fitz and Miss Sallie Lennington are members of the Committee.

* * *

Further letters expressing interest in the Housing Column have been received from:

P. L. Strait, Youngstown, Ohio
Sydney B. Markey, Cleveland, Ohio
Mina F. Stewart, Wyandotte, Michigan
Lucile L. Chamberlin, Cleveland, Ohio
Ruth E. Winch, Cleveland Heights, Ohio

* * *

A QUESTION AND ANSWER COLUMN IS TO BE STARTED BY THE HOUSING COMMITTEE WHO WILL ENDEAVOR TO ANSWER ALL QUESTIONS RELATIVE TO HOUSING.

Address housing questions to:
Housing Committee, AASW
132 Goerck Street, New York City

EMPLOYMENT AND DISCHARGE PROCEDURES

Statement and Recommendations of the New Jersey Chapter Relating to Employment Procedures Surrounding the Discharge of Mrs. Gertrude Nillson and Miss Helen Grulich from the Emergency Relief Administration of the State of New Jersey.

FOLLOWING their discharge from employment on January 31st, Miss Helen Grulich and Mrs. Gertrude Nillson requested the New Jersey Chapter of the American Association of Social Workers to ask the officials of the New Jersey Emergency Relief Administration for a hearing on the facts relating to their dismissal and for their reinstatement in that organization pending such a hearing. As a result of this request, the Executive Committee of the Chapter became interested in securing information bearing on the situation and appointed a Sub-Committee to inquire into the facts.

In giving the assignment to this Sub-Committee, the Executive Committee gave due consideration to the following facts: first, that neither Miss Grulich nor Mrs. Nillson was a member of the American Association of Social Workers; and second, that both old and new legislation setting up the Emergency Relief Administration placed in the hands of the State and County Directors full authority to discharge employees of the Administration, and that the law provides no procedures nor limitation in regard to the exercise of that authority. Therefore, the action taken by the Essex County Director was thoroughly legal and within the scope of authority conferred upon him by virtue of his position. The Executive Com-

mittee felt, however, that, though it had no jurisdiction to pass on the justification of the discharge of these two workers, it did have a distinct obligation, as a professional organization, to concern itself with the development of good employment practices in the whole field of social work. In the Sub-Committee's introductory remarks to the discharged employees and the representatives of the Emergency Relief Administration, this point of view was explained and accepted by both parties.

The stand taken by the Committee in this connection was confirmed by the expression of opinion of the national Association at the delegate conference in Washington that local chapters have a responsibility for influencing the development of standards of personnel practice as they affect all those who are performing social work functions in public agencies in their respective areas.

The Committee further understands that these two discharges, though they may have some distinguishing marks of their own, are not isolated instances, and that it is not uncommon in many large public agencies to dismiss and shift personnel in a manner not compatible with good practice. This, the Committee felt, was further reason for its interest in the situation now presented.

The procedure of the Sub-Committee was to sit as a whole and interview those directly concerned with the discharges. Those interviewed were the discharged workers, the County Director, and the County, City and District Case Supervisors. In every instance, the full co-operation of all was received. The Sub-Committee then submitted to the Executive Committee of the Chapter its report including a summary statement of its findings. Since the Executive Committee, as stated previously, is concerned primarily with the basic issues revealed, rather than with the detailed facts that form the basis of the report, it is eliminating from this presentation a reading of these findings.

The issues arising out of this matter which seem most pertinent for consideration by the Chapter, have to do with the relationship existing between a public or private social agency and its employed staff. This relationship is of legitimate interest to the Association as it affects the welfare of the practitioner, of the client group which the agency serves and ultimately of the supporting public, which provides the funds and which has a right to demand a high level of performance by competent, efficient and loyal employees.

This relationship is in essence a contractual one and carries with it certain definite obligations for both parties concerned. It carries an obligation on the part of the worker to serve his organization faithfully and loyally. If the worker cannot accept the policies of his organization, even after receiving full explanation of the reasons for them, he should do what he can to change them through channels which should be provided for that purpose. If the difference of viewpoint is so irreconcilible that the worker rejects the essentials that the organization stands for, the worker should, in fairness to himself and his employing agency, resign from the responsibility of executing agency policies. The worker, while in the employ of a social agency, should accept the responsibility of honestly and loyally performing his duties as required by the policies of the agency. To do less is professional sabotage.

On the other hand, the social agency, public or private, has definite responsibilities toward its employed staff. It should allow the worker adequate opportunity to express his views and to participate in policy making, and provide him with proper channels through which to report his grievances. It should make a conscious effort to marshal the energies growing out of a worker's healthful desire for improved conditions and to direct them along constructive channels rather than to permit them to become destructive forces in the organization.

In the particular instance under consideration, it is clearly recognized that there is adequate legal backing to sustain the discharges and the manner in which they were made. Nevertheless, the Executive Committee feels that a social agency, public or private, has certain moral obligations that transcend legal authority. New Jersey provides ample precedence for this stand. That it is possible for a large public organization to provide adequate machinery for fair discharge procedures, has been illustrated by those public agencies now functioning under a civil service system, which provides a right to a hearing on preferred charges, and opportunity for explanation before discharge, some disciplinary action prior to discharge, etc. That the Essex County division of the New Jersey Emergency Relief Administration itself recognizes such responsibilities beyond its legal status is illustrated by its written statement on Personnel Policies, which includes a division entitled "Transfer and/or Termination of Employment." These are some of the obligations of social agencies in relation to their employed staff. In addition to their moral validity, these responsibilities are of practical importance in maintaing efficiency, loyalty and staff morale.

RECOMMENDATIONS

In summing up, the Executive Committee wants to re-state its position—that it is not attempting to pass on the merits of these discharges, but rather on the manner in which they seem to have been made. Even from this standpoint, the findings of the Committee reveal varying interpretations

as to what procedures were actually followed, and this confusion would indicate the need for a clear statement as to sound personnel practices. Because even the more generally accepted practices as to methods of discharge seem to have been disregarded in this instance, we are directing our recommendations particularly to those specific points.

1. In view of its omission in the basic law, the Emergency Relief Administration should establish, through executive policy, such employment and discharge procedures as are in conformity with generally accepted practices now in existence in social agencies, and which are compatible with precedents already established by large public agencies in this state. Specifically, we recommend:
   a. That public and private social agencies maintain definite, uniform prerequisites and qualifications for the various levels of social work positions to assure the selection of competent personnel.
   b. That discharge of employees for any reason, and particularly for reasons other than incompetency on the job, be a last resort and occur only after serious efforts have been made to adjust the points of dissatisfaction and the attitudes of all concerned.
   c. That discharge of employees for any reason, and particularly for reasons other than incompetency on the job, be always preceded by due warning in writing.
   d. That every employee who is discharged receive definite and clearly stated reasons for this action both verbally and in writing.
   e. That every employee to be discharged be given the opportunity of impartial hearing.
   f. That when it becomes necessary to discharge an employee, two weeks' notice or the equivalent of the advance notice in salary be given him.
   g. That when the discharges of two or more workers are considered at the same time or presumably for the same reason, they be treated not jointly as one problem, but separately as individuals.
2. Realizing the weakness of the Chapter in making these recommendations in view of the fact that there is no recognized platform of employment practices in the field of social work with which to support its contentions the Executive Committee recommends that the Chapter Committee on Personnel Practices be urged immediately to study current practices and their bases with the idea of creating a desirable and workable platform. It is further recommended that, in view of the importance of this problem, the National Association be urged to make a similar study.

"Speaking of Vacations . . ."

"Let's discuss vacations," said the chairman. With that the committee fell to talking. Comments came so fast it was hard to tell who said what, but it sounded something like this:

"What is a fair basis for vacations, should they be given as rewards for past services, or preparation for the year's work?"

"I never heard of any other employers, except social workers, who went on the latter theory. It was astounding to me when I first heard it."

"Well, one hospital not only stated that principle but went on to rule that salary paid during vacation was to be returned if the worker left within six months."

"I think there should be an allowance of vacation time for each month of work, the way the federal government does."

"Some agencies say a vacation is half reward and half preparation."

"We work on a pro-rata basis. If a person leaves at terminal, he gets full vacation, two days for each month of service."

"In our town if a visitor works six months she gets ten days off, even if she's fired. While if she works a full year, she only gets two weeks, so she is penalized for the full year's work."

"I know of a worker who on leaving an agency after four years of work was not given a vacation for the last year and could not afford to take a full one at her own expense."

"Of course, the trouble with the principle of having your vacation provide preparation for the year's work is that the agency to which you may go does not go on that principle and give you the vacation before you start."

"What about the length of the vacation?"

"I suppose the principle of the thing is that it should be long enough to provide rest and recuperation from the year's work, say a month."

"That, of course, is dependent upon the physical and emotional strain of the job. And yet, in some of the public agencies where the workers are under most strain there is a tendency to give only two weeks instead of the month which is more usual in private agencies."

"Is it really a difference between public and private as much as it is in the conviction of the agency executives, board, etc., that adequate vaca-

Miss Mary E Murphy
848 No Dearborn St
Chicago Ill

tions are essential. Of course, in some communities it is difficult to set better standards in social agencies than business men set for themselves."

"The Association's coming out strongly with a definite standard of practice in social agencies might help local groups to point out to their administrations the inadequacies of their practices."

"There is one other thing I should like to say about vacations. I think the worker should be free to use it as he wishes. What if he does wish to take another job during that time? Maybe the change of work rather than rest from work is what would be more recuperative, or maybe the extra pay thus earned, invested in amusements or new clothes, would be the needed tonic. It is none of the agency's business how you spend your vacations."

"Of course, those who believe in the preparation for next year would challenge that."

"Yes, but the idea of preparation for the next year is like many other good things, it can be turned to the disadvantage of the very people it is supposed to help. Of course, one result of an adequate vacation is that you are better fitted to do your work in the coming year. But isn't a sounder basis for vacations that it is part of the compensation, as free time, for the work performed."

"That should be emphasized. It is not in any sense a reward, but a compensation to which one has a right just as much as to a pay check."

"We seem to agree pretty well. Vacations should be part of your compensation for work performed, should be long enough for rest, probably approximately a month, and free for the worker to use as he wishes. Is there anything to add to this?"

If you have any ideas about vacations, please write to the Division on Employment Practices of the AASW and share them with us.

RACHEL CHILDREY.

The Plaint of the Social Worker

(Adapted by AASW Clerical Staff with Apologies to Charles Edward Carryl.)

Aldermen feed on sugar and seed,
Judges have crackers to crunch;
Political poodles, they tell me, the noodles,
Have chicken and cream for their lunch.
But there's never a question
About MY digestion—
ANYTHING does for me!

Stenogs you're aware, can repose in a chair,
Brakemen can roost upon rails;
Jockeys are able to sleep in a stable
And keepers can slumber in jails.
But no one supposes
A case-worker dozes
ANY PLACE does for me!

A convict's enclosed where it's never exposed,
Tents constructed for doughboys—
Firemen are treated to houses well heated
And huts are provided for "snow-boys."*
But the case-worker's props
Is a packing box—
ANYWHERE does for me!

A Gov'nor would frown if you hired a clown
To supervise planting a tree.**
It's nobody's habit to hire a rabbit
To catch Public Enemy III.
But to set up a program
To care for a human
"To Arms!" good old Tammany.

People would laugh if you rode a giraffe
Or mounted the back of an ox;
It's never intentional and hardly conventional
To try to bestraddle a fox,
But lo! the poor visitor's
Ridden by quizzitors—
And ANY LOAD does for me!

*Page the Mayor's Snow Squad.
**Page Tree-Surgeon Davey of Ohio.